

2025 Legislative Update for Washington

Date: December 17, 2024

As your HR Partner, we keep you informed of new employment laws affecting Washington in late 2024 and into 2025. In this document, you'll find summaries of new legislation and how it may impact your business and employees in the coming year. Please read the summaries and click on the linked resources to learn more about each legislation.

If you have questions about the new legislation, please contact us at 808-394-8878 to speak with one of our expert HR Consultants. Mahalo!

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Short Summaries:

Minimum Wage

Washington State minimum wage beginning January 1, 2025, will be increased to \$16.66 per hour. This new state wage also impacts the salary exempt levels required. See the [Washington News Release](#) for more information.

Local Minimum Wage

Multiple jurisdictions within Washington have minimum wages that exceed the Washington State minimum wage, and which also increase each year to account for inflation. More information can be found in this [Link](#)

Salary Exempt Threshold

- 1 to 50 employees: \$1332.60 weekly or \$69,555.20 annually
- 50 + employees: \$1504.80 weekly or \$78,249.60 annually

Rideshare Driver Pay

As of January 1, 2025, rideshare drivers in Washington state will earn a minimum of \$3.45 per trip outside of Seattle. This is based on a rate of 39 cents per passenger platform minute and \$1.34 per passenger platform mile, whichever is greater.

Non-Compete Clause Threshold

One aspect to the restrictions in Washington's non-competition law is related to earnings. Only employees or independent contractors who earn more than the thresholds established by law can be held to non-competition agreements. The minimum annual salary threshold for a non-compete clause or contract will increase to \$123,394.17 for employees, and \$308,485.43 for contract workers. [Link](#)

Paid Sick Leave

Effective January 1, 2025, definitional changes to this statute will expand who is considered to be the employee's family member or a child for purposes of using paid sick leave, and expanding when paid sick leave can be used for closure of a child's school or place of care:

- The definition of "family" is revised to include: (1) any individual who regularly resides in the employee's home, unless that individual only resides in the same home and there is no expectation of care by the employee; and (2) an individual for whom the relationship creates an expectation that the employee will care for the person, and that individual depends on the employee for care.

- “Child” will now also include the spouse of the employee’s child.
- Regarding closure of a child’s school or place of care, in addition to closure for a health-related reason, paid sick leave can be used when the closure is due to a declaration of an emergency by a local, state, or federal government, which may be unrelated to health issues.

See the [Washing Paid Sick Leave Requirements](#) for more information.

Equal Pay and Opportunities Act (EPOA)

Washington’s Equal Pay and Opportunities Act (EPOA), originally enacted in 2018 to prohibit gender-based discrimination in compensation and career advancement, has undergone significant expansions in recent years. Effective July 1, 2025, the amended EPOA now protects individuals from discrimination based on age; sex; marital status; sexual orientation; race; creed; color; national origin; citizenship or immigration status; honorably discharged veteran or military status; presence of any sensory, mental, or physical disability; or the use of a trained dog guide or service animal by a person with a disability. See the [EPOA employer’s guide](#).

Ban on Captive Audience Meetings for Politics and Religion

The Legislature passed the Employee Free Choice Act (EFCA) prohibiting employers from mandating, under the threat of disciplinary action, that employees attend meetings or speeches on religious or political matters. The law took effect on June 5, 2024.

How We Will Help

When it is appropriate, the ProService Hawaii standard handbook will be updated in compliance with new laws. If you have a handbook addendum and you would like to verify whether a policy is compliant with a new law, please contact your dedicated HR consultant for assistance with updating the handbook addendum.

NOTE: This legislative update is provided for informational purposes only. It is not for the purpose of establishing an attorney-client relationship or providing legal or tax advice and should not be relied upon as legal or tax advice.